

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2537

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State: Vermont

Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	10 .34
01012 - Accounting Clerk II	12 .41
01013 - Accounting Clerk III	14 .26
01014 - Accounting Clerk IV	17 .33
01030 - Court Reporter	12 .65
01050 - Dispatcher, Motor Vehicle	14 .07
01060 - Document Preparation Clerk	10 .73
01070 - Messenger (Courier)	8 .79
01090 - Duplicating Machine Operator	10 .72
01110 - Film/Tape Librarian	10 .44
01115 - General Clerk I	9 .48
01116 - General Clerk II	13 .23
01117 - General Clerk III	15 .66
01118 - General Clerk IV	17 .53
01120 - Housing Referral Assistant	14 .23
01131 - Key Entry Operator I	10 .02
01132 - Key Entry Operator II	12 .56
01191 - Order Clerk I	11 .27
01192 - Order Clerk II	13 .93
01261 - Personnel Assistant (Employment) I	11 .89
01262 - Personnel Assistant (Employment) II	13 .36
01263 - Personnel Assistant (Employment) III	14 .65
01264 - Personnel Assistant (Employment) IV	16 .64
01270 - Production Control Clerk	16 .16
01290 - Rental Clerk	10 .65
01300 - Scheduler, Maintenance	11 .60
01311 - Secretary I	11 .41

01312 - Secretary II	12 .67
01313 - Secretary III	14 .23
01314 - Secretary IV	16 .96
01315 - Secretary V	17 .54
01320 - Service Order Dispatcher	12 .80
01341 - Stenographer I	10 .45
01342 - Stenographer II	11 .65
01400 - Supply Technician	16 .96
01420 - Survey Worker (Interviewer)	11 .50
01460 - Switchboard Operator-Receptionist	9 .85
01510 - Test Examiner	12 .67
01520 - Test Proctor	12 .67
01531 - Travel Clerk I	10 .67
01532 - Travel Clerk II	11 .83
01533 - Travel Clerk III	13 .12
01611 - Word Processor I	10 .35
01612 - Word Processor II	11 .62
01613 - Word Processor III	13 .01

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11 .41
03041 - Computer Operator I	12 .55
03042 - Computer Operator II	16 .57
03043 - Computer Operator III	19 .35
03044 - Computer Operator IV	22 .75
03045 - Computer Operator V	26 .06
03071 - Computer Programmer I (1)	16 .83
03072 - Computer Programmer II (1)	20 .88
03073 - Computer Programmer III (1)	25 .45
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	24 .90
03102 - Computer Systems Analyst II (1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	11 .41

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	16 .55
05010 - Automotive Glass Installer	13 .80
05040 - Automotive Worker	13 .80
05070 - Electrician, Automotive	14 .40
05100 - Mobile Equipment Servicer	12 .75
05130 - Motor Equipment Metal Mechanic	15 .00
05160 - Motor Equipment Metal Worker	13 .80

05190 - Motor Vehicle Mechanic	15 .00
05220 - Motor Vehicle Mechanic Helper	12 .15
05250 - Motor Vehicle Upholstery Worker	13 .35
05280 - Motor Vehicle Wrecker	13 .80
05310 - Painter, Automotive	14 .40
05340 - Radiator Repair Specialist	13 .80
05370 - Tire Repairer	12 .32
05400 - Transmission Repair Specialist	15 .00

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8 .79
07010 - Baker	10 .77
07041 - Cook I	9 .90
07042 - Cook II	10 .72
07070 - Dishwasher	8 .79
07130 - Meat Cutter	14 .91
07250 - Waiter/Waitress	8 .95

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14 .40
09040 - Furniture Handler	11 .32
09070 - Furniture Refinisher	14 .40
09100 - Furniture Refinisher Helper	12 .15
09110 - Furniture Repairer, Minor	13 .35
09130 - Upholsterer	14 .91

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9 .51
11060 - Elevator Operator	9 .51
11090 - Gardener	12 .12
11121 - House Keeping Aid I	8 .21
11122 - House Keeping Aid II	9 .80
11150 - Janitor	9 .89
11210 - Laborer, Grounds Maintenance	10 .30
11240 - Maid or Houseman	8 .21
11270 - Pest Controller	11 .40
11300 - Refuse Collector	10 .87
11330 - Tractor Operator	11 .53
11360 - Window Cleaner	10 .53

12000 - Health Occupations

12020 - Dental Assistant	13 .70
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11 .34

12071 - Licensed Practical Nurse I	10 .98
12072 - Licensed Practical Nurse II	12 .32
12073 - Licensed Practical Nurse III	14 .27
12100 - Medical Assistant	13 .14
12130 - Medical Laboratory Technician	14 .57
12160 - Medical Record Clerk	11 .72
12190 - Medical Record Technician	15 .34
12221 - Nursing Assistant I	9 .28
12222 - Nursing Assistant II	10 .69
12223 - Nursing Assistant III	11 .71
12224 - Nursing Assistant IV	13 .16
12250 - Pharmacy Technician	11 .63
12280 - Phlebotomist	12 .93
12311 - Registered Nurse I	17 .35
12312 - Registered Nurse II	21 .23
12313 - Registered Nurse II, Specialist	21 .23
12314 - Registered Nurse III	25 .69
12315 - Registered Nurse III, Anesthetist	25 .69
12316 - Registered Nurse IV	30 .79

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	16 .35
13011 - Exhibits Specialist I	17 .25
13012 - Exhibits Specialist II	18 .58
13013 - Exhibits Specialist III	22 .68
13041 - Illustrator I	15 .00
13042 - Illustrator II	16 .16
13043 - Illustrator III	19 .72
13047 - Librarian	19 .08
13050 - Library Technician	11 .50
13071 - Photographer I	15 .15
13072 - Photographer II	17 .80
13073 - Photographer III	23 .43
13074 - Photographer IV	27 .49
13075 - Photographer V	38 .41

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8 .61
15030 - Counter Attendant	8 .61
15040 - Dry Cleaner	12 .71
15070 - Finisher, Flatwork, Machine	8 .61
15090 - Presser, Hand	8 .61
15100 - Presser, Machine, Drycleaning	8 .61

15130 - Presser, Machine, Shirts	8 .61
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .61
15190 - Sewing Machine Operator	10 .81
15220 - Tailor	11 .36
15250 - Washer, Machine	9 .18

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	14 .40
19040 - Tool and Die Maker	20 .00

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	14 .12
21020 - Material Coordinator	14 .42
21030 - Material Expediter	14 .42
21040 - Material Handling Laborer	10 .82
21050 - Order Filler	11 .38
21071 - Forklift Operator	14 .05
21080 - Production Line Worker (Food Processing)	13 .31
21100 - Shipping/Receiving Clerk	11 .73
21130 - Shipping Packer	11 .69
21140 - Store Worker I	10 .29
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .29
21210 - Tools and Parts Attendant	12 .84
21400 - Warehouse Specialist	12 .84

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	18 .26
23040 - Aircraft Mechanic Helper	14 .81
23050 - Aircraft Quality Control Inspector	20 .86
23060 - Aircraft Servicer	16 .27
23070 - Aircraft Worker	16 .82
23100 - Appliance Mechanic	14 .40
23120 - Bicycle Repairer	12 .32
23125 - Cable Splicer	20 .83
23130 - Carpenter, Maintenance	14 .85
23140 - Carpet Layer	14 .44
23160 - Electrician, Maintenance	17 .09
23181 - Electronics Technician, Maintenance I	17 .55
23182 - Electronics Technician, Maintenance II	21 .68
23183 - Electronics Technician, Maintenance III	23 .55
23260 - Fabric Worker	13 .35
23290 - Fire Alarm System Mechanic	16 .37
23310 - Fire Extinguisher Repairer	13 .88

23340 - Fuel Distribution System Mechanic	16 .61
23370 - General Maintenance Worker	13 .80
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16 .13
23430 - Heavy Equipment Mechanic	15 .99
23440 - Heavy Equipment Operator	16 .54
23460 - Instrument Mechanic	18 .10
23470 - Laborer	10 .34
23500 - Locksmith	15 .80
23530 - Machinery Maintenance Mechanic	17 .57
23550 - Machinist, Maintenance	15 .95
23580 - Maintenance Trades Helper	12 .15
23640 - Millwright	20 .38
23700 - Office Appliance Repairer	15 .80
23740 - Painter, Aircraft	15 .80
23760 - Painter, Maintenance	14 .40
23790 - Pipefitter, Maintenance	16 .80
23800 - Plumber, Maintenance	16 .09
23820 - Pneudraulic Systems Mechanic	16 .47
23850 - Rigger	16 .47
23870 - Scale Mechanic	15 .15
23890 - Sheet-Metal Worker, Maintenance	15 .00
23910 - Small Engine Mechanic	13 .80
23930 - Telecommunication Mechanic I	16 .56
23931 - Telecommunication Mechanic II	19 .13
23950 - Telephone Lineman	15 .10
23960 - Welder, Combination, Maintenance	15 .00
23965 - Well Driller	15 .00
23970 - Woodcraft Worker	16 .47
23980 - Woodworker	12 .75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10 .46
24580 - Child Care Center Clerk	13 .30
24600 - Chore Aid	8 .12
24630 - Homemaker	14 .78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15 .00
25040 - Sewage Plant Operator	15 .10
25070 - Stationary Engineer	16 .57
25190 - Ventilation Equipment Tender	12 .15
25210 - Water Treatment Plant Operator	15 .10

27000 - Protective Service Occupations

(not set) - Police Officer	20 .49
27004 - Alarm Monitor	13 .51
27006 - Corrections Officer	17 .69
27010 - Court Security Officer	18 .18
27040 - Detention Officer	17 .69
27070 - Firefighter	16 .38
27101 - Guard I	11 .09
27102 - Guard II	12 .42

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	14 .25
28020 - Hatch Tender	14 .25
28030 - Line Handler	14 .25
28040 - Stevedore I	12 .24
28050 - Stevedore II	15 .24

29000 - Technical Occupations

21150 - Graphic Artist	17 .52
29010 - Air Traffic Control Specialist, Center (2)	29 .36
29011 - Air Traffic Control Specialist, Station (2)	20 .24
29012 - Air Traffic Control Specialist, Terminal (2)	22 .29
29023 - Archeological Technician I	12 .61
29024 - Archeological Technician II	14 .18
29025 - Archeological Technician III	17 .52
29030 - Cartographic Technician	21 .37
29035 - Computer Based Training (CBT) Specialist/ Instructor	24 .90
29040 - Civil Engineering Technician	18 .93
29061 - Drafter I	10 .40
29062 - Drafter II	13 .13
29063 - Drafter III	18 .83
29064 - Drafter IV	19 .46
29081 - Engineering Technician I	12 .97
29082 - Engineering Technician II	16 .27
29083 - Engineering Technician III	18 .28
29084 - Engineering Technician IV	22 .58
29085 - Engineering Technician V	27 .62
29086 - Engineering Technician VI	33 .46
29090 - Environmental Technician	17 .06
29100 - Flight Simulator/Instructor (Pilot)	27 .50
29160 - Instructor	21 .72
29210 - Laboratory Technician	16 .66
29240 - Mathematical Technician	19 .46

29361 - Paralegal/Legal Assistant I	14 .28
29362 - Paralegal/Legal Assistant II	20 .29
29363 - Paralegal/Legal Assistant III	24 .77
29364 - Paralegal/Legal Assistant IV	30 .04
29390 - Photooptics Technician	24 .93
29480 - Technical Writer	24 .73
29491 - Unexploded Ordnance (UXO) Technician I	18 .66
29492 - Unexploded Ordnance (UXO) Technician II	22 .57
29493 - Unexploded Ordnance (UXO) Technician III	27 .05
29494 - Unexploded (UXO) Safety Escort	18 .66
29495 - Unexploded (UXO) Sweep Personnel	18 .66
29620 - Weather Observer, Senior (3)	15 .43
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .48
29622 - Weather Observer, Upper Air (3)	14 .86

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	11 .66
31260 - Parking and Lot Attendant	9 .61
31290 - Shuttle Bus Driver	11 .44
31300 - Taxi Driver	9 .95
31361 - Truckdriver, Light Truck	11 .44
31362 - Truckdriver, Medium Truck	11 .93
31363 - Truckdriver, Heavy Truck	14 .38
31364 - Truckdriver, Tractor-Trailer	14 .38

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8 .93
99030 - Cashier	8 .57
99041 - Carnival Equipment Operator	11 .30
99042 - Carnival Equipment Repairer	11 .88
99043 - Carnival Worker	8 .57
99050 - Desk Clerk	10 .44
99095 - Embalmer	18 .66
99300 - Lifeguard	9 .80
99310 - Mortician	19 .60
99350 - Park Attendant (Aide)	12 .31
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11 .18
99500 - Recreation Specialist	14 .44
99510 - Recycling Worker	12 .31
99610 - Sales Clerk	10 .70
99620 - School Crossing Guard (Crosswalk Attendant)	9 .33
99630 - Sport Official	9 .80
99658 - Survey Party Chief (Chief of Party)	14 .54

99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13 .21
99660 - Surveying Aide	9 .64
99690 - Swimming Pool Operator	12 .51
99720 - Vending Machine Attendant	10 .99
99730 - Vending Machine Repairer	12 .51
99740 - Vending Machine Repairer Helper	10 .99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.